

EEOC Form 161 (11/16)

U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION

DISMISSAL AND NOTICE OF RIGHTS

To: John A. Darge, Sr.
c/o Cass Casper
TALON LAW, LLC
79 West Monroe Street
Suite 1213
Chicago, IL 60603

From: Chicago District Office
230 S. Dearborn
Suite 1866
Chicago, IL 60604



On behalf of person(s) aggrieved whose identity is
CONFIDENTIAL (29 CFR §1601.7(a))

EEOC Charge No.

EEOC Representative

Telephone No.

440-2019-02316

Alison Fisher,
Investigator

(312) 872-9654

THE EEOC IS CLOSING ITS FILE ON THIS CHARGE FOR THE FOLLOWING REASON:



The facts alleged in the charge fail to state a claim under any of the statutes enforced by the EEOC.



Your allegations did not involve a disability as defined by the Americans With Disabilities Act.



The Respondent employs less than the required number of employees or is not otherwise covered by the statutes.



Your charge was not timely filed with EEOC; in other words, you waited too long after the date(s) of the alleged discrimination to file your charge



The EEOC issues the following determination: Based upon its investigation, the EEOC is unable to conclude that the information obtained establishes violations of the statutes. This does not certify that the respondent is in compliance with the statutes. No finding is made as to any other issues that might be construed as having been raised by this charge.



The EEOC has adopted the findings of the state or local fair employment practices agency that investigated this charge.



Other (briefly state)

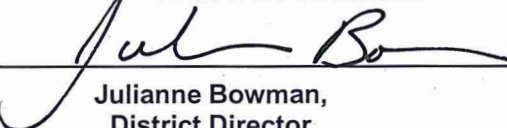
- NOTICE OF SUIT RIGHTS -

(See the additional information attached to this form.)

Title VII, the Americans with Disabilities Act, the Genetic Information Nondiscrimination Act, or the Age Discrimination in Employment Act: This will be the only notice of dismissal and of your right to sue that we will send you. You may file a lawsuit against the respondent(s) under federal law based on this charge in federal or state court. Your lawsuit **must be filed WITHIN 90 DAYS of your receipt of this notice**; or your right to sue based on this charge will be lost. (The time limit for filing suit based on a claim under state law may be different.)

Equal Pay Act (EPA): EPA suits must be filed in federal or state court within 2 years (3 years for willful violations) of the alleged EPA underpayment. This means that **backpay due for any violations that occurred more than 2 years (3 years) before you file suit may not be collectible.**

On behalf of the Commission


Julianne Bowman,
District Director

11/12/19

(Date Mailed)

Enclosures(s)

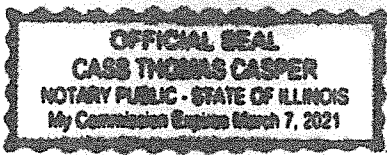
cc: OFFICE OF THE SHERIFF COOK COUNTY
c/o Katherine Christy
Assistant General Counsel
50 West Washington Street
Room 704
Chicago, IL 60602

RECEIVED EEOC

NOV 27 2019

CHICAGO DISTRICT OFFICE

EXHIBIT 1

CHARGE OF DISCRIMINATION		AGENCY		CHARGE NUMBER	
This form is affected by the Privacy Act of 1974: See Privacy Act Statement before completing this form.		<input checked="" type="checkbox"/> IDHR		440-2019-02316	
#		<input checked="" type="checkbox"/> EEOC			
Illinois Department of Human Rights and EEOC					
NAME OF COMPLAINT (indicate Mr, Ms, Mrs.)			TELEPHONE NUMBER (include area code)		
John Darge			(708) 254-5505		
STREET ADDRESS		CITY, STATE, ZIP CODE		DATE OF BIRTH	
224 Bluegrass Drive		Schererville, Indiana 46375		5/5/1969	
NAMED IS THE EMPLOYER, LABOR ORGANIZATION, EMPLOYMENT AGENCY, APPRENTICESHIP COMMITTEE, STATE OR LOCAL GOVERNMENT AGENCY WHO DISCRIMINATED AGAINST ME (IF MORE THAN ONE, LIST BELOW)					
NAME OF RESPONDENT		NUMBER OF EMPLOYEES, MEMBERS +15		TELEPHONE NUMBER (include area code)	
Sheriff of Cook County, Thomas J. Dart				(312) 603-6444	
STREET ADDRESS		CITY, STATE, ZIP CODE		COUNTY	
50 West Washington Street, Room 704		Chicago, Illinois 60602		Cook	
CAUSE OF DISCRIMINATION BASED ON:			DATE OF DISCRIMINATION EARLIEST (ADEA/EPA) LATEST (ALL)		
Reverse Discrimination (White); Sexual Orientation Discrimination based on Perceived Sexuality			August 15, 2018 and continuing		
			<input checked="" type="checkbox"/> CONTINUING ACTION		
<p>SEE ATTACHED</p> <p>RECEIVED EEOC</p> <p>FEB 07 2019</p> <p>CHICAGO DISTRICT OFFICE</p>					
I also want this charge filed with the EEOC. I will advise the agencies if I change my address or telephone number and I will cooperate fully with them in the processing of my charge in accordance with their procedures.			SUBSCRIBED AND SWORN TO BEFORE ME		
			THIS <u>4</u> DAY OF <u>February</u> , 2019.		
			NOTARY SIGNATURE <u>[Signature]</u>		
			X <u>[Signature]</u> 04 FEB 19		
			SIGNATURE OF COMPLAINANT DATE		
NOTARY STAMP			I declare under penalty that the foregoing is true and correct I swear or affirm that I have read the above charge and that is is true to the best of my knowledge, information and belief		

CHARGE AGAINST EMPLOYER

1. I have been subjected to reverse race discrimination because of my race (White/Caucasian) and to sexual orientation stereotyping through comments about my perceived sexuality on occasions since on or about August 15, 2018 and continuing thereafter.
2. The reverse race discrimination is occurring in the assignments of vehicles, zones, work tools, paper bundles, delivery routes, equipment, time-off distribution, and assignment of partners. Specifically, at the Markham Civil Process Unit such matters have been assigned on a more favorable basis to Black/African-American officers, than to white officers.
3. In addition, on occasions since August 15, 2018, I have subjected to hostile and insensitive remarks by supervisors (such as Sergeant Willie Woods), including references that I am homosexual, that I appear homosexual, and that my clothing (shorts) makes me look gay, all in a demeaning and cruel manner. I have reported this conduct to the Sheriff's Office of Professional Review.
4. I am suffering distress, sadness, anxiety, and humiliation as a result of the foregoing matters.
5. I believe my rights have been violated under Title VII, the Illinois Human Rights Act, and Cook County and Chicago Human Rights ordinances, based on reverse race discrimination and sexual orientation stereotyping.

EXHIBIT 1

CHICAGO DISTRICT OFFICE
EQUAL EMPLOYMENT OPPORTUNITY COMMISSION
230 S. DEARBORN, SUITE 1866
CHICAGO, ILLINOIS 60604

OFFICIAL BUSINESS

NOV 15 2019
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